

Are you passionate about protecting Ontario's environment? Do you go out of your way to reduce, reuse and recycle, and envision a waste-free future? Are you ready to step into a new position where you will have latitude to shape your contributions to a newly established and growing organization?

If you answered yes to those questions, then we would like to hear from you.

We are the [Resource Productivity and Recovery Authority](#) (the Authority) and our vision is: "A circular economy today for a waste-free tomorrow."

Our mandate from the Government of Ontario is to advance a circular economy by enforcing the requirements of the [Resource Recovery and Circular Economy Act, 2016](#) (RRCEA) and the [Waste Diversion Transition Act, 2016](#) (WDTA), and their associated regulations.

### **About you**

We are looking for a smart, talented and committed Salesforce Developer to join our growing organization. You are business-focused, with a proven track record of delivering software that adds value. You are also delivery-focused and enjoy getting things done and consistently delivering high-quality software.

You will play an important role as part of a committed team supporting the government's efforts to create a clean and healthy environment for generations to come and establishing a new economy in which all waste is reused, recycled and reintegrated.

### **The role**

As a Salesforce Developer, you will work in an agile development environment as part of a team (in-house and outsourced) to implement and customize our Salesforce system.

You will help to define and understand requirements relating to Salesforce capabilities, and then design and develop solutions with multiple components of the Salesforce Platform (including Service Cloud, Marketing Cloud and Community Cloud).

Reporting to the Chief Information Officer and working with a technical team, including a Solution Architect and I.T. Project Manager, you will be responsible for the delivery of custom developments and ensuring that the code developed is technically sound and scalable.

This is a unique and exciting opportunity for an experienced Salesforce Developer to help design and build cutting edge, greenfield solutions to some genuinely interesting business problems.

**Practically speaking, some of your responsibilities will include:**

- Work as a member of the team at every stage of software development life cycle – solution design, development, unit testing, system testing, test automation, documentation, training and deployment
- Research and learn new methodologies and technologies and bring knowledge to the team
- Provide input and influence discussions around best practices and new technologies, helping us to develop an effective basis for future developments

You will be great at this role because you work well both independently and collaboratively, problem solve effectively and make informed decisions. You are proactive and always looking for the chance to make a difference.

**Working at the Resource Productivity and Recovery Authority**

This is a full-time, permanent position working Monday to Friday, 8:30 a.m. to 5:00 p.m. We offer a highly attractive total compensation plan that includes benefits, a defined contribution pension and three weeks of vacation. We are conveniently located on the Yonge subway line, at Sheppard Avenue.

This is a brand-new role, which means you will have a say in how this position develops over time. If you have ideas on how to make your job better, or how to expand your contributions, we want to know.

Working here means working in an entrepreneurial environment where you can hit the ground running and truly shape your own role. You will be a part of a collaborative team, doing ground-breaking and meaningful work, with a critical environmental and economic mission.

**Qualifications**

- College diploma or university degree in Computer Science or related field
- 5-7 years of Salesforce development experience using apex, Visual Force, triggers, batch apex and Salesforce APIs
- Experience integrating Salesforce with other applications using APIs from the AppExchange (such as Amazon Connect connector) and extending them if needed
- Experience developing Lightning Components and implementing/maintaining solutions based on Lightning Framework
- Design, develop, test, release and maintain complex workflows rules, validation rules, formulas, custom workflow, process builder, page layouts, custom fields/objects and other Salesforce customizations
- Screen mock-ups using tools like Figma
- Write clear and concise documentation

- Exceptional written and verbal communication and presentation skills

**Here are some things that will make you stand out:**

- Knowledgeable about security concepts such as secure development life cycle, application security, data security
- Salesforce Development Certifications
- Experience working with Salesforce in an AWS environment
- Working within a cross-functional team in an agile environment
- Salesforce administration
- Familiarity with relevant legislation, in particular the *Resource Recovery and Circular Economy Act, 2016* (RRCEA) and the *Waste Diversion Transition Act, 2016* (WDTA) would be an asset
- Non-profit experience

**How to Apply**

We strive to build a team that reflects the diversity of the community we work in and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans and people with disabilities. If we can make this easier through accommodation in the recruitment process, please contact us at [careers@rpra.ca](mailto:careers@rpra.ca).

We will review applications and contact only those who are shortlisted. We look forward to hearing from you.

**Please submit your CV and cover letter to [careers@rpra.ca](mailto:careers@rpra.ca)**